17 March 1981

STAT   MEMORANDUM FOR: [ ]

Executive Officer
Office of Medical Services

STAT   FROM   : [ ]

Chief, Administrative Staff
Office of Central Reference

SUBJECT   : Psychological Services Staff-Contributions to OCR

1. As we discussed yesterday, OCR is a frequent customer of the Psychological Services Staff. Over time PSS test results have become a major factor considered in the OCR applicant review process. Preemployment interviews, applications and transcripts are seldomly descriptive enough of an individual's personality, abilities and skills, to make a satisfactory decision regarding one's suitability for a successful performance in OCR. PATB indicators are considered reliable factors by OCR officers and play a very significant role in the candidate selection process. OCR has similarly relied heavily on the results of the PSS administered computer programming aptitude test and to a lesser extent, individual counselling of employees regarding aptitudes, interests and abilities. In OCR we place a premium on good supervision and encourage use of PSS's differential aptitude results as aids in counselling employees on career development.

2. Discontinuing any of these services would have a major impact on how OCR manages and would not be easily replaced. As an office hiring heavily from the outside, we value these services and rely on their readouts in the absence of information from other sources.

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